

**Memorandum of the Meeting
 Regular Study Session/Meeting
 Twenty-Eighth Town Council of Highland
 Monday, March 17, 2014**

The regular study session of the Twenty-Eighth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the plenary meeting chambers on **Monday, March 17, 2014** at the special time of 6:45 o'clock p.m. This was conducted in the upper study room.

Silent Roll Call: Councilors Bernie Zemen, Mark Herak, Dan Vassar, Dennis Adams and Konnie Kuiper were present. A quorum was attained. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings.

Also present: Kenneth Balon, George Georgeff, and Pat Vassar of the Wage and Salary Committee of the Metropolitan Police Department were also present.

Also present was Steve Mileusnich of the Advisory Board of Zoning Appeals.

General Substance of Matters Discussed

1. Invited by Councilor Zemen, Mr. Balon, Commander Georgeff, and Assistant Chief Vassar attended the session and inquired about their desire to have the special patrol officer salary increased, which is solely used to fix the pension base. It was noted that this was increased by only 1.5% generally whereas full-time workers were increased by 3% generally. The group also expressed concern about the gap closing between rank and pay grades, such as the difference between a corporal and a sergeant.

The Clerk-Treasurer notes the following excerpt from the most recently enacted wage and salary Ordinance in order to understand the topic regarding the pension basis:

- (1) There is established a pay grade styled as Police Officer 1 (Special). An officer possessing the rank of Police Officer First (Class), that possesses at least thirty four years of service as a police officer, the last twenty-five of which have been served consecutively and successfully with the Highland Metropolitan Police Department, shall be paid the identified biweekly salary as base pay. For the purposes of establishing pension benefits under IC 36-8-1-11, IC 36-8-6-9, IC 36-8-6-9.6, IC 36-8-8-8 and IC 36-8-8-11, or employer contributions under IC 36-8-8-6, the salary of the Patrol Officer 1 (Special) plus the longevity pay for twenty years shall be used.

	Starting Rate	Incumbent Rate
Police Officer 1 (Special)	\$ 2,332.49	\$ 2,332.49 bi-weekly
Police Officer 1	\$ 2,156.84	\$ 2,156.84 bi-weekly

It was further noted that during the discussion at the study session of March 3, the Town Council received and informally gave assent to the clerk-treasurer's suggestion to allow department heads to form an ad hoc task force to take up the matter of the pension request as well as the several compensation adjustments that have been requested by several departments and make a formal recommendation to the Town Council for its consideration.

The group departed at the conclusion of the discussion.

2. The Town Council discussed taking up a suggested resolution which includes Schererville, St. John, Cedar Lake and Highland together apparently to adopt the interlocal cooperation agreement with the County and the several cities and towns in

order to move forward with the state mandated consolidation of the Public Safety Access Points (PSAPs) and to devote a portion of the maximum levy to the County for its operation.

The Town Council President indicated that the matter should be placed on the agenda for March 24 to be acted upon by the Town Council.

3. The Town Council met with Mr. Dirk Abe Rivera, 2641 Clough Avenue, Highland, regarding his interest in serving on the Park and Recreation Board.

Mr. Rivera noted that he lived in Town for seven years and his family participates in programs at the Lincoln Community Center. He indicated that in most recent primary election he voted Republican.

Mr. Rivera indicated that he knew of no reason he could not be bonded. Further he indicated that he was unaware of any issue in his past that would bring embarrassment to the Town Council or place his service in a bad light should he be appointed.

He noted that he was a property tax consultant.

Mr. Rivera and the Town Council discussed his understanding of his role as Park and Recreation Board member. This included considering his impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

He suggested that better identifying the concessions or vending machines at the Lincoln Community Center would be helpful to encourage their use and to increase revenue generation.

Mr. Rivera departed at this time.

4. The Town Council met with Ms. Hope Haniford, 9802 Erie Street, Highland, regarding her interest in serving on the Board of Sanitary Commissioners or the Board of Waterworks Directors. She noted that she works in the environmental industry.

Ms. Haniford noted that she lived in Town for sixteen years. She indicated that in most recent primary election she voted Democratic.

Ms. Haniford indicated that she knew of no reason she could not be bonded. Further she indicated that she was unaware of any issue in her past that would bring embarrassment to the Town Council or place her service in a bad light should she be appointed.

Ms. Haniford and the Town Council discussed her understanding of her role as board member. This included considering her impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

Ms. Haniford departed at this time.

5. The Town Council met with Ms. Amanda Hornback, 3911 Bayberry Lane, Highland, regarding her interest in serving on the Town Board of Metropolitan Police Commissioners. Ms. Hornback indicated her interest in serving as a commissioner began from her experience in the Citizens Police Academy. She further noted that she works as a paralegal at a local law firm.

Ms. Hornback noted that in most recent primary election she voted Republican.

Ms. Hornback indicated that she knew of no reason she could not be bonded. Further she indicated that she was unaware of any issue in her past that would bring embarrassment to the Town Council or place her service in a bad light should she be appointed.

Ms. Hornback and the Town Council discussed her understanding of her role as board member. This included considering her impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

Ms. Hornback departed at this time.

6. The Town Council met with Ms. April Vander Meyden, 8403 Fifth Street, Highland, regarding her interest in serving on the Town Board of Metropolitan Police Commissioners. Ms. Vander Meyden indicated her interest in serving as a commissioner began from her experience in the Citizens Police Academy. She formerly worked in as probation officer at the Lake Superior Court, Criminal Division. She holds a masters degree in criminal justice.

Ms. Vander Meyden was not sure regarding her Primary vote request, but indicated that she considered herself a Republican.

Ms. Vander Meyden indicated that she knew of no reason she could not be bonded. Further she indicated that she was unaware of any issue in her past that would bring embarrassment to the Town Council or place her service in a bad light should she be appointed.

Ms. Vander Meyden and the Town Council discussed her understanding of her role as board member. This included considering her impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

Ms. Vander Meyden departed at this time.

7. The Town Council met with Mr. John A. Salzeider, 8926 Arbor Hill Drive Highland, regarding his interest in serving on the Town Board of Metropolitan Police Commissioners. Mr. Salzeider indicated his his interest in serving as a commissioner emanates from his desire to contribute to his community. He practices law, in Illinois specializing in Workers Compensation Claims. He also noted that he serves as Treasurer to the Candidate Campaign Committee of Rep. Mara Candelaria-Reardon.

Mr. Salzeider noted that in the most recent primary election he voted Democratic.

Mr. Salzeider indicated that he knew of no reason he could not be bonded. Further he indicated that he was unaware of any issue in his past that would bring embarrassment to the Town Council or place his service in a bad light should he be appointed.

Mr. Salzeider and the Town Council discussed his understanding of his role as board member. This included considering his impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

Mr. Salzeider departed at this time.

8. The Town Council met with Mr. John Beebe, 9528 O'Day Drive, Highland, regarding his interest in serving on the Town Board of Metropolitan Police Commissioners. Mr. Beebe indicated his interest in serving as a commissioner emanates from his desire to

contribute to his community. He is a retired construction manager , a 43-year resident and remains active as a first responder volunteer. He also noted that his son-law-was a police officer at the Town of Schererville.

Mr. Beebe, noted that in most recent primary election he voted Democratic.

Mr. Beebe indicated that he knew of no reason he could not be bonded. Further he indicated that he was unaware of any issue in his past that would bring embarrassment to the Town Council or place his service in a bad light should he be appointed.

Mr. Beebe and the Town Council discussed his understanding of his role as board member. This included considering his impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

Mr. Beebe departed at this time.

9. The Town Council met with Mr. Danny E. Schumann, 3137 Lakeside Drive, Highland, regarding his interest in serving on the Town Board of Metropolitan Police Commissioners. Mr. Schumann indicated his interest in serving as a commissioner emanates from his desire to contribute to his community. He is employed as a police officer for the Norfolk Southern Railroad. He noted that he previously served as a Lake County Sheriff's Police Officer, an East Chicago Police Officer, a Special Police Trainer for the United Nations and the State Department. He also noted that he had a master's degree in public safety management.

Mr. Schumann, noted that in most recent primary election he voted Democratic.

Mr. Schumann indicated that he knew of no reason he could not be bonded. Further he indicated that he was unaware of any issue in his past that would bring embarrassment to the Town Council or place his service in a bad light should he be appointed.

Mr. Schumann and the Town Council discussed his understanding of his role as board member. This included considering his impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

Mr. Beebe departed at this time.

10. The Town Council met with Ms. Peggy O'Rourke, 2707 Eder Street, Highland, regarding her interest in serving on the Town Board of Waterworks Directors. Ms. O'Rourke, indicated her interest in serving was suggested by George Georgeff. She answered the invitation to interview in part because she wanted to learn more about what the Board of Waterworks did. She further noted that she works in retail and does some part-time care-giving.

Ms. O'Rourke noted that in most recent primary election she voted Republican.

Ms. O'Rourke indicated that she knew of no reason she could not be bonded. Further she indicated that she was unaware of any issue in her past that would bring embarrassment to the Town Council or place her service in a bad light should she be appointed.

Ms. O'Rourke and the Town Council discussed her understanding of her role as board member. This included considering her impressions related to Council policy desires and possible resistance to these desires by department leaders and board members.

Ms. O'Rourke departed at this time.

11. The Town Council discussed the various qualities of the several candidates. It was noted that there were more candidates than positions available at this time for the Town Board of Metropolitan Police Commissioners and the Board of Waterworks Directors. It was further noted that based upon the desire to maintain membership to reflect the majority party of the Town Council and honor the State law for not allowing more than a majority of any single party, some councilors expressed it was desirable seek a person affiliated with the Democratic party for the Town Board of Metropolitan Police Commissioners and a Republican for the Board of Waterworks Directors.
12. The Town Council discussed issues recently with cars parked on snow routes and non snow routes alike and the difficulty of enforcing the parking bans during snow events. It was noted that the governing ordinances currently provide that cars must be removed within 8 hours on designated snow routes and within 24 hours on all other streets, after one inch of snow fall. The Town Council discussed convening all the leaders involved in code enforcement and developing an enforcement approach for next season if not sooner.

The discussion included whether there should be an amendment to the current code in where the code would read after any snow event rather than waiting for the one inch accumulation or whether there should be a seasonal prohibition for all parking perhaps to run from November to Spring. No final consensus emerged.
13. Council President Vassar discussed the call from Ms. Adams operator of Texture Point who complained to him about having her business license returned for the need to pay the \$50 dollar renewal fee for her business license. The Council President also relayed that Ms. Adams stated that her delayed payment, which was received on March 14, was attributable to her being hospitalized at the start of the month. The Town Council discussed whether the matter should be taken up at the Town Council to permit the lower fee.

There being no further matters to consider, the regular study session of the Town Council of **Monday, March 17, 2014**, was adjourned at 9:00 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA/CPFIM/CMO
Clerk-Treasurer